

Management Drivers for Board of Administration Direct Reports

Achieve improvements in enterprise management during fiscal year 2011/2012 through fulfillment of the following initiatives:

1. Maintain an average position vacancy rate of 5 percent or less.
2. Maintain a 90 percent completion rate for employee performance reviews (e.g., EPADs, probationary reports).
3. Ensure that all Form 700 Statements of Economic Interest are filed by scheduled employees in compliance with the legally mandated April 1, 2012 due date.
4. Ensure all scheduled employees complete the legally mandated AB 1234 ethics training course by June 30, 2012.
5. Ensure operational resources are managed within prescribed budget limits.
6. Resolve all outstanding audit findings within 12 months of receipt of audit report.
7. Lead the efforts to strengthen the organization's commitment to the principles of diversity and inclusion by conducting a minimum of two diversity and inclusion awareness sessions with direct reports and by completing the *Executive Diversity and Inclusion Journey* course.
8. Lead the efforts to reinforce the adoption of CalPERS' Core Values by conducting quarterly sessions with direct reports addressing the guiding behaviors emanating from the Core Values, and by spending a minimum of 2 hours per month on employee recognition.